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ABSTRACT

In 1989, a study was conducted at Catonsville Community College (CCC) to determine the post-graduation experiences and attitudes of the students who had graduated from the nursing program between June 1987 and December 1988. Of the 113 graduates surveyed, 24 responded to the questionnaire. In addition, 10 employers returned questionnaires concerning the preparation of the CCC graduates. Study findings included the following: (1) 88% of the respondents indicated that they had worked full-time as a nurse since completing the CCC program; (2) 79% had worked as registered nurses for more than six months; (3) 63% were employed as staff nurses, and 21% were employed as charge nurses on evening or night shifts; (4) 90% listed their salaries as over $22,000; (5) all of the respondents had received an orientation at their first job, and the majority found it helpful; (6) experiences at CCC were rated by the majority of the respondents as either "superior" or "above average," and faculty were perceived as helpful and concerned about students; (7) only 42% of the respondents indicated that they would definitely still choose nursing as a career, though only two people said they probably would not; and (8) none of the respondents had completed a bachelor's program, but almost one-third were currently enrolled in or planned to enter such a program. The survey instruments are included. (ALB)

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NURSING GRADUATE FOLLOW-UP

CATONSVILLE COMMUNITY COLLLEGE

1989

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JC 890 241

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NURSING GRADUATE FOLLOW-UP

In the spring of 1989 the nursing graduates of four different classes were surveyed to determine experiences since graduation and opinions in retrospect about their experiences in the nursing program at Catonsville Community College. There were 36 graduates of June, 1987; 32 in December, 1987; 30 in May, 1988; and 15 in December, 1988. All were mailed surveys. Of the 113 surveys mailed, six were returned as non-deliverable; and twenty-four were returned with responses, giving a 22% return rate.

Along with a questionnaire for the nursing graduate was a questionnaire to be given to employers. The employers returned ten of these.

RESULTS

The vast majority of the respondents have worked or do work full-time for more than six months as registered nurses. Most are staff nurses with the next largest group charge nurses on evening or night shifts.

The survey did not discriminate well on salary with almost 90% of the respondents listing their salaries in the open-ended top category of over $22,000. All had received an orientation in their first job, and most found it helpful.

All of the questions asking the graduates to rate facets of their experiences at Catonsville drew the majority of responses in the "superior" or "above average" categories. Faculty were perceived by all as available for help, and most viewed their teachers as concerned about students.

Interestingly, less than half said that they would still definitely choose nursing as a career; but only two people said that they would probably not. Three-fourths would still go into an AA program, and most would recommend CCC.

None have completed a BSN program, but almost one-third are either currently enrolled or planning to enter such a program. Graduation from CCC is probably too recent for these graduates to have completed such a program.

There were so few employers responding that the only generalization that can be made is that the areas of clinical competence were all rated at the average to superior levels.

The results of both questionnaires are attached.

Catonsville Community College
Office of Institutional Research

Catonsville Community College
800 South Rolling Road
Catonsville, Maryland 21228

April, 1989

Dear Nursing Graduate:

As part of the continuing evaluation of the Nursing Program, the nursing faculty surveys graduates and their employers periodically. In addition the Nursing Curriculum Committee meets with graduates to discuss the educational program as preparation for employment. We would appreciate your assistance with this evaluation project.

Please complete the enclosed surveys according to the directions. The meeting with graduates is scheduled on Thursday, May 17, 1989 at 7 p.m. in the K Building, Faculty Dining Room. If you can attend please call the Nursing office (455-4570) by May 15. Thanks so much for your help. We are looking forward to seeing you again.

Sincerely yours,

Patricia A. Lavenstein
Chairperson
Department of Nursing and Health Studies

PAL:jrv

Members of the Nursing Curriculum Committee

Ruby Degener
Carol Sullivan
Lei Stocker
Ann Miller
Mary Lou Stromer
Nina Austin
Jacqueline Dunn

CATONSVILLE COMMUNITY COLLEGE
Nursing Department
Survey of Nursing Graduates
May, 1987 - December, 1988

NAME AND ADDRESS OF AGENCY
WHERE YOU ARE CURRENTLY
EMPLOYED: _____
Agency

n = 24

Agency Address

CAPACITY OR POSITION: _____

Please write on the line the number of the response you choose which most clearly corresponds to your situation or most accurately answers the question asked.

_____ 1. Since completing the nursing program at Catonsville Community College, I have:

4% 1. Never worked in the capacity of a nurse
88% 2. Worked full-time as a nurse
8% 3. Worked part-time as a nurse
4. Interspersed full-time and part-time employment in nursing

_____ 2. Currently my occupational status is:

88% 1. Nursing, full-time
4% 2. Nursing, part-time (my choice)
3. Nursing, part-time (agency requirement)
8% 4. Not employed at this time (my choice)
5. Not employed at this time (seeking nursing position)
6. Employed in non-nursing position

_____ 3. I have worked as a Registered Nurse a total of:

21% 1. Less than six months
79% 2. More than six months

_____ 4. If you are employed in nursing, which of these categories most closely describes your position?

63% 1. Staff nurse
4% 2. Permanent team leader
21% 3. Charge nurse, evenings or nights
8% 4. Head nurse
4% 5. Other; please specify _____

_____ 5. If you are currently working in nursing, your current salary based on full-time employment is:

4% 1. Below $18,000 per year
2. Between $18,000 - $19,000 per year
3. Between $19,000 - $20,000 per year
4. Between $20,000 - $21,000 per year
8% 5. Between $21,000 - $22,000 per year
88% 6. Over $22,000 per year

_____ 6. If you are currently not working in nursing, the reason for this decision relates to:

50% 1. Family responsibilities
2. Stress inherent in nursing
3. Dissatisfaction with nursing as an occupation
50% 4. Other: _____
Please explain

_____ 7. Did the first agency in which you were employed as a nurse provide an orientation program?

100% 1. Yes 2. No

_____ 8. If your answer to #7 was 'yes', the orientation was designed for:

29% 1. All personnel new to the agency, professional, non-professional, and clerical
71% 2. All registered nurses beginning employment in the agency
3. Associate degree graduates only

_____ 9. If your answer to #7 was 'yes', did this program meet your needs as a beginning staff nurse?

29% 1. It was very helpful.
67% 2. It was helpful.
4% 3. It was of little benefit to me.

_____ 10. During your initial work experiences in nursing (first three months of employment), was adequate supervision available to you?

1. Always 46% 2. Usually 50% 3. Rarely 4% 4. Never

_____ 11. Supervision was provided by:

21% 1. Head nurse
13% 2. Supervisor
21% 3. In-service education staff
46% 4. Other: _____
Please specify.

_____ 12. To what degree do you feel that the nursing program at Catonsville Community College provided you with the knowledge necessary to provide care to patients with commonly occurring health problems?

25% 1. To a superior degree
42% 2. To an above average degree
33% 3. To an average degree
4. To a below average degree
5. To a very poor degree

_____ 13. To what degree do you feel that during your Catonsville Community College program you had the opportunity to develop the basic skills necessary to become an effective practitioner of nursing?

21% 1. To a superior degree
38% 2. To an above average degree
38% 3. To an average degree
4% 4. To a below average degree
5. To a very poor degree

_____ 14. In reflecting on the organization and presentation of nursing content courses at Catonsville Community College, as compared to other courses taken, I would classify nursing content courses as:

17% 1. Superior
54% 2. Above average
29% 3. Average
4. Below average
5. Very poor

_____ 15. Faculty in the nursing curriculum generally impressed me as being:

88% 1. Concerned about students and their problems and available to provide help
12% 2. Unconcerned about students and their problems but available to provide help
3. Concerned about students but not available to provide help
4. Unconcerned about students and not available to provide help

_____ 16. Would you still choose nursing as a career?

42% 1. Definitely yes
50% 2. Probably yes
8% 3. Probably no
4. Definitely no
If your answer is #3 or #4, please explain:_____

_____ 17. All personal and financial circumstances being the same as when you began your nursing program, which type of program would you select today?

75% 1. Associate degree program
21% 2. Baccalaureate program
4% 3. Hospital or diploma program
4. Licensed Practical Nurse program

_____ 18. Would you recommend the nursing program at Catonsville Community College to others?

58% 1. Definitely yes
38% 2. Probably yes
4% 3. Probably no
4. Definitely no
If you answer #3 or #4, please explain: _____

_____ 19. Have you continued your education in college since graduating from Catonsville Community College? _____
List where

25% 1. Yes, as a part-time student planning to enter a BSN program later
2. Yes, as a part-time student, but not planning to to complete a BSN program
4% 3. Yes, as a full-time student in nursing - BSN
4. Yes, as a full-time student in another field: _____
5. I have completed a BSN program
71% 6. No, I have not taken any courses since leaving CCC

COMMENTS

20. Are there areas in the program that you feel should have been included in the program or should have received greater emphasis?

21. The College has an active continuing education program in nursing. What topics would you like to see included in the coming year's offerings?

_____ 22. Would you enroll for a non-credit course, workshop, or seminar in nursing during the coming year?

no responses 1. Definitely yes
2. Probably yes
3. Probably no
4. Definitely no

23. Are there comments you would like to make that were not covered in this questionnaire?

SURVEY OF NURSING GRADUATES - COMMENTS

Q. 4 If you are employed in nursing, which of these categories most closely describes your position?

Occasionally evening charge nurse.

Acting chg nurse.

Q. 6 If you are currently not working in nursing, the reason for this decision relates to:
Other:

Pregnancy.

Q. 11 Supervision was provided by:
Other:

Head nurse, Supervisor, In-service education staff.

Preceptor.

Preceptor.

Fellow staff nurse who I worked with during orientation - kind of like a buddy system.

Charge Nurse.

Head nurse, RN3, RN2

Preceptor; clinical nurse III

Staff preceptor.

Staff Nurse

Preceptor Program

Q. 15 Faculty in the nursing curriculum generally impressed me as being:

Some faculty did not appear concerned.

Some Psych teachers unconcerned about students and not available to provide help.

Q. 16 Would you still choose nursing as a career?

Probably no, high pressure for money.

I would rather not work in a hospital.

Q. 18 Would you recommend the nursing program at Catonsville Community College? If you answer #3 or #4, please explain:

Only because for extra money and about 1 year more you can receive your Baccalureate degree you may as well go on.

But would advise against having certain techers.

Definitely yes with description and level of difficulty.

Q. 19 Have you continued your education in college since graduating from Catonsville Community College? List where.....

UMBC

Q. 20 Are there areas in the program that you feel should have been included in the program or should have receive greater emphasis?

Assessment is most crucial tool the nurse uses, this should continue to be strongly emphasized.

Another course in med-surg instead of just three.

Less emphasis should be on care plans and more towards actual learning of concepts.

Greater emphasis on nursing skills and less time on busy work in care study.

Some consideration may be given to the geriatrics population since this age group demands a lot of hospital beds. Also, a class on burnout. With the Nsg shortage a lot more responsibility is placed on the nurse for quality pt care.

IV therapy should be a part of RN training. If we can give IM injections, we should be able to learn to start IV's after proper instruction.

CUP lines, IV's, Maternity and Fetal Monitoring.

More clinical application on skills and practice in mock tests.

Yes, I feel that psychatric nursing clinical should have been longer and took place clinically in a private as well as state hospital.

AIDS education.

Nutritional aspects of nursing.

Pharmacology, Nutrition.

Many times I was too intimidated to practice in fear my instructor would embarrass me or comment I was incompetent. Hands on training should be increased without an increase in tension between student and instructor.

More on emergency care. Less lecture and more lab time in advanced courses.

Yes, the independence a nurse must have in order to be efficient and organized the students do not get the opportunity for decision making, until the last semester.

Bedside nursing, need to have situational exams. Talk to UM+1 they have 100% pass boards.

Death and Dying course should have been broader.

Q. 21 The College has an active continuing education program in nursing. What topics would you like to see included in the coming year's offerings?

How the role of nurse is changing. Any information in legal aspects of nursing, this seems to be a worry among all nurses.

More on gerontology and med-surg topics.

Assessment skills in chest.

Drug Therapy. Vascular problems, Geriatric emergencies.

Some courses related to psych nursing.

Nursing shortage and what can be done to improve the shortage and help keep RN's that are not currently working interested in working and find out reason for the shortage.

Cardiac nursing (CCU)

Basic EKG interpretation.

Too broad a question, my specialty is Post-partum and post-op. Maybe something along those lines.

Emergency care, Dysrhythmia course, chemotherpy.

I receive the CE prog. at work.

How to better organize when doing charge duties.

Review of medications and new ones on the market. Any new illness - signs and symptoms.

Q. 23 Are there comments you would like to make that were not covered in this questionnaire?

The transition from student to graduate was much more difficult that I had anticipated.

I felt more time should have been spent at the hospitals rather than in the classroom, hands-on time and skills review provide a better tool for learning than lecture and tapes.

With the nursing shortage your teachers should make an effort to encourage nursing as a profession. Some teachers allow their personal likes and dislikes of students override their scholastic ability.

I feel the nursing program was very good. The majority of instructors were great but the Psych instructors were not helpful and treated us like children. I felt that the nursing care plans were too lengthy and that there should of been a greater amount of points for them.

I feel cheated by the training and help received in the Mental Health Program. I feel it was a waste of time and it was very pressured; not learning experience.

CATONSVILLE COMMUNITY COLLEGE
SURVEY OF NURSING GRADUATES
MAY, 1987 - DECEMBER, 1988

EMPLOYERS/SUPERVISORS QUESTIONNAIRE

EMPLOYING INSTITUTION
NAME: _____

LOCATION: _____

n = 10

Please place an X in the box that most accurately applies to your situation.

1. Evaluator has known graduate

10% [ ] less than 3 months
10% [ ] 3 months to 6 months
10% [ ] 6 months to 1 year
70% [ ] more than 1 year

2. Position of individual completing the evaluation:

70% [ ] Head nurse or charge nurse on unit
10% [ ] Supervisor
20% [ ] Other, please specify _____

COMMENTS:

Please evaluate the clinical competence of this Catonsville Community College nursing graduate as compared to other nurses of comparable experience. Place an X in the box that most clearly describes your rating of this individual in each category.

	Unsatis-factory (1)	Below Average (2)	Average (3)	Above Average (4)	Superior (5)	No Response	Mean Rating
A. ASSESSING NURSING CARE NEEDS							
1. Comes prepared for clinical experience.			10%	40%		50%	
2. Systematically assesses patient according to course criteria.			50%	40%	10%		3.6
3. Utilizes appropriate resources to collect patient data.			60%	30%	10%		3.5
4. Utilizes theoretical knowledge in interpreting patient data.			30%	60%	10%		3.8
5. Identifies overt needs of patients.			50%	30%	20%		3.7
6. Identifies covert needs of patients.			50%	30%	10%	10%	3.2
7. Formulates appropriate nursing diagnoses.			30%	50%	10%	10%	3.4
B. PLANNING NURSING CARE							
1. Establishes patient-centered goals/outcomes.			50%	40%	10%		3.6
2. Devises care plan designed to achieve goals/outcomes.			50%	40%	10%		3.6
3. Organizes total patient assignment based on individual needs of patient.			50%	40%	10%		3.6
4. Establishes priorities of care.			40%	40%	20%		3.8
5. Alters care plan to meet changes in patient's condition.			70%	10%	20%		3.5
6. Identifies health teaching needs of patients/families.			70%	20%	10%		3.4
C. IMPLEMENTING NURSING CARE							
1. Implements nursing care measures designed to meet specified needs of patients.			40%	50%	10%		3.7
			40%	50%	10%		3.7
2. Applies theoretical knowledge in administering nursing care.			50%	40%	10%		3.6
3. Applies nursing principles in performing nursing measures.			70%	20%	10%		3.4
4. Demonstrates proficiency in performing skills.			50%	40%	10%		3.6
5. Provides safe environment for patients.			60%	20%	20%		3.6
6. Completes planned care in time alloted.			60%	20%	20%		3.6
7. Responds appropriately to changes in patient condition.			50%	40%	10%		3.6
D. COMMUNICATING							
1. Communicates effectively with others.			30%	60%	10%		3.8
2. Reports pertinent observations promptly and accurately.			20%	70%	10%		3.9
3. Records pertinent patient data clearly and concisely.			50%	40%	10%		3.6
4. Contributes nursing care approaches to hospital plan of care.			70%	20%	10%		3.4
E. EVALUATING NURSING CARE							
1. Identifies goals met and unmet.			70%	20%	10%		3.4
2. Evaluates patient's response to care given.			50%	40%	10%		3.6
3. Utilizes evaluations in the altering of subsequent care given.			70%	20%	10%		3.4
F. NURSE-PATIENT RELATIONSHIPS							
1. Establishes and maintains therapeutic nurse-patient relationships.			40%	50%	10%		3.7
2. Demonstrates awareness of effect of own behavior in interaction with patients/families.			80%	10%	10%		3.3
3. Utilizes self therapeutically in responding to individual needs of patient/family.			70%	20%	10%		3.4
G. PROFESSIONAL BEHAVIOR							
1. Conducts self in professional manner.			60%	30%	10%		3.5
2. Follows instructions as given.			50%	40%	10%		3.6
3. Responds appropriately to guidance and suggestions.			50%	20%	20%	10%	3.3
4. Makes decisions that reflect knowledge of fact and good judgment.			50%	40%	10%		3.6
5. Gives evidence of knowledge of strengths and/or need for improvement.			40%	40%	10%	10%	3.3
6. Demonstrates self-reliance appropriate to course level.			50%	40%	10%		3.6
7. Works cooperatively with others.			20%	70%	10%		3.9

Thank you.

NURSING GRADUATE FOLLOW-UP

EMPLOYERS	SUPERVISORS
BCGH	PRECEPTOR ON THE UNIT
SPRINGFIELD HOSP CENTER	HEAD NURSE
ST AGNES HOSPITAL	HEAD NURSE
BCGH	PRECEPTOR (CLINICAL NURSE III)
GBMC	HEAD NURSE
CARROLL COUNTY GENERAL HOSPITAL	HEAD NURSE
SPRINGFIELD HOSP CENTER	HEAD NURSE
GBMC	HEAD NURSE
UNION MEMORIAL HOSPITAL	SUPERVISOR
ST JOSEPH HOSPITAL	HEAD NURSE

COMMENTS:
I have been a preceptor for five years and CCC students are consistantly better organized, more able to prioratize and more conscientious than any other two or four year program with the exception of only two graduates. (May be slightly biased as I am a proud CCC graduate.)

ERIC Clearinghouse for Junior Colleges JUL 07 1989